

**STATE OF IOWA**  
**HUMAN RESOURCES ENTERPRISE**

Effective 06/30/2006 - 12/28/2006

PUBLIC SAFETY BARGAINING UNIT PAY PLAN							
FISCAL YEAR 2007							
Pay Grade		STEP 1 (26 WEEKS)	STEP 2 (52 WEEKS)	STEP 3 (52 WEEKS)	STEP 4 (52 WEEKS)	STEP 5 (52 WEEKS)	STEP 6 (52 WEEKS)
		STEP 7 (52 WEEKS)	STEP 8 (52 WEEKS)	STEP 9 (52 WEEKS)	STEP 10 (52 WEEKS)	STEP 11	
24	Steps 1 - 6	ANNUALLY	34,070.40	35,256.00	36,504.00	37,772.80	39,062.40
		BIWEEKLY	1,310.40	1,356.00	1,404.00	1,452.80	1,502.40
		HOURLY	16.38	16.95	17.55	18.16	18.78
	Steps 7 - 11	ANNUALLY	41,849.60	43,305.60	44,803.20	46,404.80	48,006.40
		BIWEEKLY	1,609.60	1,665.60	1,723.20	1,784.80	1,846.40
		HOURLY	20.12	20.82	21.54	22.31	23.08
26	Steps 1 - 6	ANNUALLY	36,857.60	38,126.40	39,478.40	40,872.00	42,286.40
		BIWEEKLY	1,417.60	1,466.40	1,518.40	1,572.00	1,626.40
		HOURLY	17.72	18.33	18.98	19.65	20.33
	Steps 7 - 11	ANNUALLY	45,302.40	46,862.40	48,526.40	50,211.20	51,937.60
		BIWEEKLY	1,742.40	1,802.40	1,866.40	1,931.20	1,997.60
		HOURLY	21.78	22.53	23.33	24.14	24.97

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FISCAL YEAR 2007							
Pay Grade		STEP 1 (26 WEEKS)	STEP 2 (52 WEEKS)	STEP 3 (52 WEEKS)	STEP 4 (52 WEEKS)	STEP 5 (52 WEEKS)	STEP 6 (52 WEEKS)
		STEP 7 (52 WEEKS)	STEP 8 (52 WEEKS)	STEP 9 (52 WEEKS)	STEP 10 (52 WEEKS)	STEP 11	
27	Steps 1 - 6	ANNUALLY	38,334.40	39,707.20	41,080.00	42,494.40	43,971.20
		BIWEEKLY	1,474.40	1,527.20	1,580.00	1,634.40	1,691.20
		HOURLY	18.43	19.09	19.75	20.43	21.14
	Steps 7 - 11	ANNUALLY	47,070.40	48,734.40	50,419.20	52,249.60	54,059.20
		BIWEEKLY	1,810.40	1,874.40	1,939.20	2,009.60	2,079.20
		HOURLY	22.63	23.43	24.24	25.12	25.99
28	Steps 1 - 6	ANNUALLY	40,019.20	41,412.80	42,848.00	44,366.40	45,926.40
		BIWEEKLY	1,539.20	1,592.80	1,648.00	1,706.40	1,766.40
		HOURLY	19.24	19.91	20.60	21.33	22.08
	Steps 7 - 11	ANNUALLY	49,192.00	50,918.40	52,686.40	54,579.20	56,472.00
		BIWEEKLY	1,892.00	1,958.40	2,026.40	2,099.20	2,172.00
		HOURLY	23.65	24.48	25.33	26.24	27.15

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<b>PUBLIC SAFETY BARGAINING UNIT PAY PLAN</b>							
<b>FISCAL YEAR 2007</b>							
<b>Pay Grade</b>		<b>STEP 1</b> (26 WEEKS)	<b>STEP 2</b> (52 WEEKS)	<b>STEP 3</b> (52 WEEKS)	<b>STEP 4</b> (52 WEEKS)	<b>STEP 5</b> (52 WEEKS)	<b>STEP 6</b> (52 WEEKS)
		<b>STEP 7</b> (52 WEEKS)	<b>STEP 8</b> (52 WEEKS)	<b>STEP 9</b> (52 WEEKS)	<b>STEP 10</b> (52 WEEKS)	<b>STEP 11</b>	
<b>31</b>	<b>Steps 1 - 6</b>	<b>ANNUALLY</b>	<b>44,782.40</b>	<b>46,384.00</b>	<b>47,985.60</b>	<b>49,670.40</b>	<b>51,417.60</b>
		<b>BIWEEKLY</b>	<b>1,722.40</b>	<b>1,784.00</b>	<b>1,845.60</b>	<b>1,910.40</b>	<b>1,977.60</b>
		<b>HOURLY</b>	<b>21.53</b>	<b>22.30</b>	<b>23.07</b>	<b>23.88</b>	<b>24.72</b>
	<b>Steps 7 - 11</b>	<b>ANNUALLY</b>	<b>55,078.40</b>	<b>57,012.80</b>	<b>58,988.80</b>	<b>61,068.80</b>	<b>63,211.20</b>
		<b>BIWEEKLY</b>	<b>2,118.40</b>	<b>2,192.80</b>	<b>2,268.80</b>	<b>2,348.80</b>	<b>2,431.20</b>
		<b>HOURLY</b>	<b>26.48</b>	<b>27.41</b>	<b>28.36</b>	<b>29.36</b>	<b>30.39</b>

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**HUMAN RESOURCES ENTERPRISE**

Effective 06/30/2006 - 12/28/2006

<b>PUBLIC SAFETY BARGAINING UNIT PAY PLAN (DNR OFFICERS)</b>							
<b>FISCAL YEAR 2007</b>							
<b>Pay Grade</b>		<b>STEP 1</b> (26 WEEKS)	<b>STEP 2</b> (52 WEEKS)	<b>STEP 3</b> (52 WEEKS)	<b>STEP 4</b> (52 WEEKS)	<b>STEP 5</b> (52 WEEKS)	<b>STEP 6</b> (52 WEEKS)
		<b>STEP 7</b> (52 WEEKS)	<b>STEP 8</b> (52 WEEKS)	<b>STEP 9</b> (52 WEEKS)	<b>STEP 10</b> (52 WEEKS)	<b>STEP 11</b>	
<b>26</b>	<b>Steps 1 - 6</b>	<b>ANNUALLY</b>	<b>37,960.00</b>	<b>39,312.00</b>	<b>40,664.00</b>	<b>42,120.00</b>	<b>43,596.80</b>
		<b>BIWEEKLY</b>	<b>1,460.00</b>	<b>1,512.00</b>	<b>1,564.00</b>	<b>1,620.00</b>	<b>1,676.80</b>
		<b>HOURLY</b>	<b>18.25</b>	<b>18.90</b>	<b>19.55</b>	<b>20.25</b>	<b>20.96</b>
	<b>Steps 7 - 11</b>	<b>ANNUALLY</b>	<b>46,696.00</b>	<b>48,318.40</b>	<b>50,044.80</b>	<b>51,771.20</b>	<b>53,539.20</b>
		<b>BIWEEKLY</b>	<b>1,796.00</b>	<b>1,858.40</b>	<b>1,924.80</b>	<b>1,991.20</b>	<b>2,059.20</b>
		<b>HOURLY</b>	<b>22.45</b>	<b>23.23</b>	<b>24.06</b>	<b>24.89</b>	<b>25.74</b>

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